

Compensation and Benefits

Calaveras County offers a competitive compensation and benefits program. The salary range for this position is \$103,292 to \$125,552 annually, DOQ. In addition, the County provides the following benefits:

- ◆ Retirement — “Classic” members of CalPERS or a retirement system with reciprocity to PERS will participate in the formula of 2% @ 55. New members as defined by PEPRa will participate in the formula of 2% @ 62.
- ◆ Deferred Compensation Plan (457b) — Optional tax-deferred income plan includes a County matching contribution of up to \$25 a month.
- ◆ Vacation—80 hours annual accrual for service up to 3 years. Accrual rate increases based on service.
- ◆ Holidays — 13 paid days per year.
- ◆ Sick Days—12 days annual sick leave accrual with unlimited accumulation.
- ◆ Management Time Off (MTO) — 40 hours per year.
- ◆ Section 125 Benefit Plan — Medical and Dependent Care Flex Spending, Optional Insurances: Heart & Stroke, Cancer, Accident, additional Life Insurance, Hospital, Critical Illness and Pet Insurance.
- ◆ Life/AD&D Insurance—\$50,000 term life policy.
- ◆ Longevity Pay —2.5% increase at 6, 10, 15, 20, and 25 years of service.



For additional information regarding the outstanding benefits offered by Calaveras County, please visit the County's website at <http://www.co.calaveras.ca.us>.

The Process

To be considered for this exciting career opportunity, please forward a letter of interest and your resume with salary history and five work-related references (who will not be called until mutual interest is established) to:

Bill Avery or Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
Fax: 408-399-4423
E-mail: jobs@averyassoc.net



The final filing date for this position is December 20, 2013.

If you have any questions regarding this position, please feel free to contact Bill Avery or Paul Kimura at 408-399-4424.

Calaveras County

*invites your interest for the
position of*



Photo courtesy of Greenhorn Creek

Deputy Director - Health & Human Services Agency

The County of Calaveras

The County of Calaveras was created in 1850 as one of California's original counties. The historic gold-rush towns in Calaveras County offer a glimpse into California's diverse past and provide modern day residents and visitors with recreational activities year round. The four seasons offer fishing, hunting, biking, camping, water sports at nine public access lakes from large reservoirs to small mountaintop lakes, snow sports including world class skiing, caves, golfing at six beautiful championship courses, quaint towns, a wide variety of restaurants, museums, art, vineyards, historical landmarks and much more.



Photo by: Dick James

With a population of over 48,000 residents Calaveras County encompasses 1,000 square miles stretching from the north central valley to the Sierra Nevada Mountains. There are no freeways or interstates in Calaveras County. Historic Highway 49 runs through the county connecting its towns and people. Sacramento is just 75 miles to the northwest, San Francisco is 135 miles to the west and Yosemite is a beautiful 2-hour drive southeast. Angels Camp is the only incorporated city and is famous for being the setting of Mark Twain's short story "The Celebrated Jumping Frog of Calaveras County."

County Government and the Health & Human Services Agency

Calaveras County is a general law county governed by a five member Board of Supervisors, whose members are elected to serve four-year terms. The Board serves as the legislative body for Calaveras County and provides policy direction for all branches of County Government. The County operates on an annual budget of \$153 million and employs approximately 450 full-time people to serve its diverse population.

Health and Human Services is a newly created agency integrating the services provided by the former departments of Mental Health, Public Health and Social Services for the County. The combined agency will operate on an annual budget of approximately \$33 million derived from multiple funding sources. Among the services provided are Behavioral Health, Public Health, Child Welfare, Employment Services, Adult Services, Child/Adult Protective Services and MediCal and Food Stamp programs.

The Position and Ideal Candidate Profile

The new Deputy Director for the Health & Human Services Agency (H&HSA) will report to the Agency Director and will plan, organize, coordinate and direct the administrative and support operations of the newly integrated agency. This position will have responsibility for various agency operations including fiscal, contracts, records, information technology, facilities, human resources, grant administration, and special projects and may have oversight for various operational divisions within the agency.

The ideal candidate is an experienced manager and behavioral or public health or human services professional with a broad understanding and appreciation of the various disciplines within the Agency. While broad knowledge and skills covering all major areas of health and human services is expected, the issues and priorities facing the County demand demonstrated expertise in the following areas:

- ◆ Proactive and creative problem-solving with a strong commitment to the County's rural community character
- ◆ Strategic orientation and ability to anticipate issues and problems
- ◆ Excellent written and oral communication skills
- ◆ Positive employer-employee relationship skills
- ◆ Focus on both internal and external customer service
- ◆ Being a team player as a leader of the H&HSA; building and maintaining teamwork within the H&HSA and with other County Departments
- ◆ Program planning and evaluation skills and demonstrated vigilance in following projects through to completion
- ◆ Understanding of information technology as it relates to H&HSA, including electronic records and electronic claiming
- ◆ Comfortable working collaboratively with elected officials, community groups, stakeholder agencies, and the public
- ◆ Act as Health and Human Services Agency Director on an as needed basis

This position will require five years of progressively responsible management and supervisory experience in a public or non-profit agency which includes program planning and evaluation, fiscal management, human resource management, and policy and procedure development in either a mental health, public health, or social services program above the trainee level. It will also require the education equivalent to graduation from an accredited college or university with major course work in health administration, business administration, public administration, social work or a closely related field. A Master's degree in health, public health, business, public administration, social work or a closely related field is required.



Photo courtesy of O.A.R.S./Tracy Barbutes